

MINUTES

PERSONNEL COMMITTEE MEETING

CITY OF BRANSON, MISSOURI

March 17, 2011

INTRODUCTORY

The Personnel Committee of the City of Branson, Missouri met for a meeting in the Municipal Court Room of the Branson City Hall on March 17, 2011 at 4:00 p.m. The following members were present: Raeanne Presley, Sandra Williams and Dean Kruithof.

Also present were: Kelli Fleck, Dennis Brunner (EPC Chair) and Becky Iverson.

The following Employee Personnel Committee member was also present: Nancy Haskin, Hillary Bargman, and Steve Hart.

AGENDA

With the absence of Dr. Rick Davis and Bill Stark, Mayor Presley informed the Committee that there was not a quorum. It was determined that the Committee could go ahead and meet, however no action could be taken.

Presentation on Merit-based pay system by Lynda Higbee

The Committee was presented with a PowerPoint presentation which was prepared by Lynda Higbee. A Conference call was placed to Ms. Higbee for the purpose of the presentation. The presentation included information for the Committee as to Where the City is headed and included recommendations, transition information with timeline, as well as examples of the merit matrix and what merit increases would look like. There were a number of questions from the Personnel Committee to Ms. Higbee. Mayor Presley indicated that the plan be presented to the Board of Alderman for their approval.

Presentation of Wellness Package by Cameron Black

Mr. Cameron Black, Wellness Director with Ollis & Company was present to present to the Committee the Champions Wellness Package. He informed the committee that Akers & Arney and Ollis & Company formed an alliance to bring a wellness package to the City of Branson. The package that he presented includes a monthly newsletter for employees, quarterly wellness presentations, wellness consultations done quarterly, data analysis, needs & interest survey, a facility assessment, etc.

After his presentation, Kelli Fleck reported to the Committee that presently the Personnel department has been responsible for wellness and they have done a very good job. Last year's health fair was well received by City employees as well as the walking program. Kelli reported to the Committee that it has taken a lot of time from the two employees in personnel to plan the health fair, contact the vendors, set up, etc., as well as plan and manage the events. For personnel to grow the wellness program over what has been done this year would entail hiring an additional staff member to act as a wellness coordinator.

The Personnel Committee felt that the City should engage a formal wellness program and as the amount (\$1,500) was well within the City Administrators ability to approve, felt that staff should move forward with the package.

Next, Mayor Presley asked the Committee to view the "11 Minutes of Thought" motivation video. After the video, she urged the Committee to begin thinking of ways to motivate employees.

At this point in the meeting, Mayor Presley recognized Sandra Williams's service on the Personnel Committee. There was a reception for Sandra and she was presented a plaque in appreciation of her years of service.

A review of the employee turnover rate was completed. Mayor Presley asked that the Personnel Department compare the rate of turnover to other Cities.

Adjournment

The meeting was adjourned at 6:15 p.m. The next meeting of the Personnel Committee will be on Thursday, April 21, 2011 at 4:00 p.m.